



Human Resource Modernization and
Compensation Task Force

*File OP
New Compensation
system*

Employee Satisfaction Survey

By now all employees should have received an employee satisfaction survey and answer sheet to be completed and returned to the Psychological Services Division, Office of Medical Services, 706 C of C. If you have not received a copy of the survey, please inform the chief of your office registry, who should contact PSD on secure line for additional copies of the survey.

The results of this survey will be important as a baseline against which we will compare any changes in our personnel management and compensation systems. Employees are urged to complete and return the survey to PSD as soon as possible.

HRMCTF Publication No. 4
10 March 1987
Distribution: All Employees

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Human Resource Modernization and
Compensation Task Force

Where We Are

The Project

Charter: Design an improved personnel and compensation system.

Goals:

- Better relate pay and performance.
- More competitive total compensation system.
- More effective career development.

Composition:

Task Force of five senior officers from each of the career services with overall responsibility for designing and improved system.

Seven project teams supporting the Task Force: Communications, salary and job analysis, career development, performance appraisal, total compensation, training, and automation.

Occupational Panels of five to nine experts from seventeen occupations, representing about 60% of the Agency population. The panel members are your peers knowledgeable of positions in your occupation.

Current Activities

These are some of the activities presently underway:

Occupational Panels are meeting to review:

- the duties of each level of the occupation and skills needed to do the job;
- how performance should be evaluated at each level in each occupation;
- what it takes for an employee to advance in each occupation, from a beginner to the highest level in that field.

The Total Compensation team is looking at how people are compensated or rewarded now and how they might be under a new system. This group is conducting interviews with private firms to gather comparative data. The things the team is looking at include:

- salary;
- performance incentives;
- benefits of all types;
- career development.

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A Communications team is charged with keeping you informed. Their activities include:

- notices like this one;
- a videotape explaining the task force;
- arranging briefings;
- the employee job satisfaction survey which was recently distributed.
- frequent dialogue with components in the legislative and executive branches to keep them informed of our initiative, design plan and time lines.

The Task Force is preparing a plan of action for developing an improved system. The plan addresses how alternatives will be evaluated to meet the project goals. It will be provided to each directorate for review in a couple of weeks.

The Training team is insuring that the educational and training process of both employees and management is carefully reviewed from the onset of the new initiative.

The Automation team is insuring that data processing systems are capable of supporting the many required changes.

What Next

The present data gathering phase should be completed by April.

The next step is to design a new system and test it with computer simulations to make sure it makes sense for our employees.

Then the proposed system and an implementation plan will be submitted to senior management for approval.

If approval is given, a phased process will begin to put the Agency under the new system.

The total process could take two years.

Employee Participation

Your participation is needed to make the system work. You can make your views known by completing your employee satisfaction survey. You may also provide comments and ideas to your representative on the Task Force or Communications Team, participate on the occupational teams, and respond to briefings and future surveys. We look forward to hearing from you.

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STAT

New Personnel
Compensation
system

You can return this to OIT.

After reading this -- an obvious example of bureaucratic overkill -- I am more skeptical than ever about our plunge into new compensation systems.

Note:

-- Goals on pp 7 & shortfalls on pp 6. Do we really believe that a new compensation system can/will fix these problems? I am skeptical that any system -- once designed and administered by OP -- will be much better.

-- Costs on pp 16-17 are mind boggling. If there are indeed [] people, the first-year operating costs are some [] of the Agency workforce, this comes to a cool [] million.

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System

Human Resource Modernization and Compensation Project

1. In February 1986, a Human Resource Task Force (HRTF) consisting of senior representatives from each Career Service assembled to evaluate how well the Agency's current human resource management structure will support the Agency's ability to meet the challenges of the next decade and to develop a strategy to improve this capability. The following individuals were members of that Task Force:

Chairman [redacted]
DDA Representative [redacted]
DDI Representative [redacted]
DDO Representatives [redacted]
succeeded by [redacted]
DDS&T Representative [redacted]
DCI Area Representatives [redacted]
succeeded by [redacted]

The report of this Task Force dated 28 October 1986 has been published and is available for all to read. It can be obtained from component personnel and career management officers.

2. Director Casey, after reading the Human Resource Task Report sent it to senior Agency managers with the following comments:

"I want to commend everyone who gave of his time and energy to make this thoughtful review possible. I do not expect that all of us will agree with all of the ideas presented by the Task Force. But periodic searching consideration of issues of this kind can only help us find ways to improve our profession. In particular, I know that the Agency Compensation Task Force, now underway, will find this report a rich source of important ideas. I would ask each of you to make the existence of this Human Resource Task Force report widely known within your organizations, and I want you to encourage people who have reactions and additional ideas to make them available to me and to the Office of personnel."

(over)

HRTF Bulletin No. 2

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3. The Agency Compensation Task Force to which the Director referred was formed by the Executive Director in November 1986. Its charter is to design an improved personnel and compensation system. Its membership drawn from senior officers representing each Career Service is as follows:

Chairman-
DA Representative-
DI Representative-
DO Representative-
DS&T Representative-
DCI Area Representative-

some of the ideas from the Human Resource Task Force report and is obtaining additional ideas and suggestions from employees as a preliminary to designing an improved Agency personnel management system. Reading the Human Resource Task Force report will no doubt stimulate additional thoughts. Your views and participation are critical to the development of a plan that will meet the needs of all Agency employees. You are encouraged to send your suggestions to the Chairman of the Compensation Task Force, Room 5N19

4. This new task force (its full name is "The Human Resource Modernization and Compensation Task Force") has taken